

Gazette
officielle
DU Québec

Part

2

No. 49

4 December 2019

Laws and Regulations

Volume 151

Summary

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- (1) Acts assented to;
- (2) proclamations and Orders in Council for the coming into force of Acts;
- (3) regulations and other statutory instruments whose publication in the *Gazette officielle du Québec* is required by law or by the Government;
- (4) Orders in Council, decisions of the Conseil du trésor and minister’s orders whose publication is required by law or by the Government;
- (5) regulations made by courts of justice and quasi-judicial tribunals;
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- (7) any other document whose publication is required by the Government.

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PROVINCE OF QUÉBEC

1ST SESSION

42ND LEGISLATURE

QUÉBEC, 30 OCTOBER 2019

OFFICE OF THE LIEUTENANT-GOVERNOR*Québec, 30 October 2019*

This day, at two o'clock in the afternoon, the Honourable the Administrator of Québec was pleased to assent to the following bills:

- 25 An Act to amend mainly the Firearms Registration Act
- 33 An Act to amend the Labour Code concerning the maintenance of essential services in public services and in the public and parapublic sectors

To these bills the Royal assent was affixed by the Honourable the Administrator of Québec.

PROVINCE OF QUÉBEC

1ST SESSION

42ND LEGISLATURE

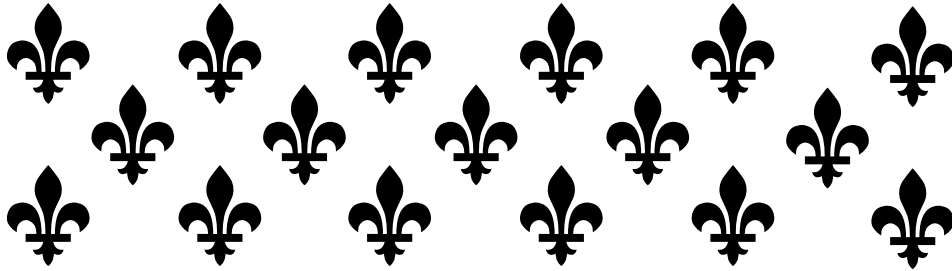
QUÉBEC, 6 NOVEMBER 2019

OFFICE OF THE LIEUTENANT-GOVERNOR*Québec, 6 November 2019*

This day, at fifteen minutes past two o'clock in the afternoon, His Excellency the Lieutenant-Governor was pleased to assent to the following bills:

- 28 An Act to allow the establishment of certain health and social services measures related to the Mauricie et Centre-du-Québec health region's special geographic status
- 36 An Act to amend the Companies Act concerning participation in and decision making at meetings of legal persons without share capital

To these bills the Royal assent was affixed by His Excellency the Lieutenant-Governor.



NATIONAL ASSEMBLY OF QUÉBEC

FIRST SESSION

FORTY-SECOND LEGISLATURE

Bill 25
(2019, chapter 19)

**An Act to amend mainly the Firearms
Registration Act**

**Introduced 14 May 2019
Passed in principle 17 September 2019
Passed 24 October 2019
Assented to 30 October 2019**

**Québec Official Publisher
2019**

EXPLANATORY NOTES

This Act amends the Firearms Registration Act to remove the obligation, for a person in possession of a firearm, to provide the firearm's registration number on request.

In addition, any person in possession of a firearm that is not registered in accordance with that Act is guilty of an offence and is liable to a fine.

The Act establishes that, in cases of judicial proceedings, the presence of a firearm in the territory of Québec constitutes, in the absence of any evidence to the contrary, proof of its presence in that territory for more than 45 days.

The Act also amends the Act respecting the conservation and development of wildlife to enable wildlife protection officers to enforce all provisions of the Firearms Registration Act and to grant them the power to issue, to the owner of a firearm not registered, a notice requiring the owner to apply for registration of the firearm. Firearm owners who fail to apply for registration and provide proof of having done so to a wildlife protection officer within 14 days after receiving such a notice are guilty of an offence and are liable to a fine.

LEGISLATION AMENDED BY THIS ACT:

- Act respecting the conservation and development of wildlife (chapter C-61.1);
- Firearms Registration Act (chapter I-0.01).

Bill 25

AN ACT TO AMEND MAINLY THE FIREARMS REGISTRATION ACT

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

FIREARMS REGISTRATION ACT

- 1.** Section 8 of the Firearms Registration Act (chapter I-0.01) is repealed.
- 2.** Section 9 of the Act is amended by replacing “who has a firearm in his or her possession” by “in possession of a firearm”.
- 3.** Section 10 of the Act is amended
 - (1) by replacing “an offence has been committed under section 2” by “a person is in possession of a firearm that is not registered in accordance with this Act”;
 - (2) by striking out “concerned”.
- 4.** Section 11 of the Act is amended by replacing “that no offence was committed under section 2” in the first paragraph by “that the firearm is registered in accordance with this Act”.
- 5.** Section 16 of the Act is amended by replacing “Whoever contravenes any of sections 2, 3, 6, 7 and 13” in the introductory clause by “Any owner of a firearm to which this Act applies who contravenes section 3, 6 or 7, or any firearms business that contravenes section 13,”.
- 6.** Section 17 of the Act is replaced by the following section:

“17. Any person in possession of a firearm that is not registered in accordance with this Act is guilty of an offence and is liable to a fine of

 - (1) \$500 to \$5,000 in the case of a natural person; and
 - (2) \$1,500 to \$15,000 in all other cases.

In any proceedings instituted under this section, the presence of a firearm in the territory of Québec constitutes, in the absence of any evidence to the contrary, proof of its presence in that territory for more than 45 days.”

7. Section 21 of the Act is amended by replacing “2” in the first paragraph by “3 or 17”.

ACT RESPECTING THE CONSERVATION AND DEVELOPMENT OF
WILDLIFE

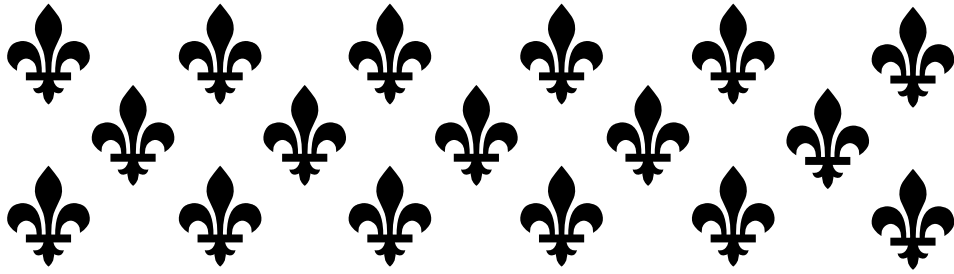
8. Section 5 of the Act respecting the conservation and development of wildlife (chapter C-61.1) is amended by striking out “section 9 of” in subparagraph 10 of the first paragraph.

9. The Act is amended by inserting the following section after section 13.1:

“13.1.1. A wildlife protection officer may issue a notice requiring the owner of a firearm that is not registered in accordance with the Firearms Registration Act (chapter I-0.01) to apply for its registration.

A firearm owner who refuses or neglects to apply for registration of the firearm and provide proof of having done so to a wildlife protection officer within 14 days after receiving such a notice is guilty of an offence and is liable to the fine set out in section 16 of the Firearms Registration Act.”

10. This Act comes into force on 30 October 2019, except sections 8 and 9, which come into force on 1 December 2019.



NATIONAL ASSEMBLY OF QUÉBEC

FIRST SESSION

FORTY-SECOND LEGISLATURE

Bill 33
(2019, chapter 20)

**An Act to amend the Labour Code
concerning the maintenance of
essential services in public services
and in the public and parapublic
sectors**

**Introduced 14 June 2019
Passed in principle 24 September 2019
Passed 29 October 2019
Assented to 30 October 2019**

**Québec Official Publisher
2019**

EXPLANATORY NOTES

This Act proposes amendments to the Labour Code as regards the essential services that must be maintained in the event of a strike in public services and in the public and parapublic sectors.

With respect to public services, the Administrative Labour Tribunal is granted the power, currently conferred on the Government, to order that essential services be maintained if a strike may endanger public health or safety. The Tribunal is empowered to make such an order, for the same reason, with respect to a service, undertaking or enterprise if, because of the nature of its operations, it is comparable to a public service. The minimum period a certified association must wait before it may declare a strike in a public service after an agreement or a list of essential services has been forwarded to the Tribunal and the employer is increased to seven clear working days. Moreover, the Tribunal is given the power, currently conferred on the Government, to suspend the exercise of the right to strike in cases where the essential services in a public service are insufficient and this endangers public health or safety.

With respect to the public and parapublic sectors, the Act replaces the obligation to maintain a percentage of employees per work shift in an institution in the event of a strike by the obligation to maintain essential services whose interruption may endanger public health or safety. It mainly provides that those services must be negotiated between the parties and that if no agreement is reached, a certified association must send the Tribunal a list providing for the essential services that must be maintained in the event of a strike. Such an agreement or list must comply with certain criteria and be approved by the Tribunal, with or without amendment.

Moreover, the Tribunal's remedial powers are modified so that the Tribunal may, in public services and in the public and parapublic sectors, conduct an inquiry or make an order when the essential services provided for in an agreement or list are not sufficient.

Finally, the Act updates the definition of "public service" and contains consequential and transitional provisions.

LEGISLATION AMENDED BY THIS ACT:

- Labour Code (chapter C-27).

Bill 33

AN ACT TO AMEND THE LABOUR CODE CONCERNING THE MAINTENANCE OF ESSENTIAL SERVICES IN PUBLIC SERVICES AND IN THE PUBLIC AND PARAPUBLIC SECTORS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

LABOUR CODE

- 1.** Section 109.1 of the Labour Code (chapter C-27) is amended by replacing “an order has been made by the Government” in subparagraph iii of paragraph c by “a decision has been rendered”.
- 2.** Section 111.0.16 of the Code is amended by striking out paragraphs 1.2 and 3.
- 3.** Section 111.0.17 of the Code is replaced by the following sections:

“111.0.17. If of the opinion that a strike may endanger public health or safety, the Tribunal, on its own initiative or at the request of an employer or of a certified association in a public service, may order both parties to maintain essential services in the event of a strike.

For the same reason, the Tribunal, on its own initiative or at the request of a service, undertaking or enterprise not referred to in section 111.0.16 or of a certified association in that service, undertaking or enterprise, may order both parties to maintain essential services in the event of a strike, if the service, undertaking or enterprise, because of the nature of its operations, is comparable to a public service. In such a case, the service, undertaking or enterprise is considered a public service for the purposes of this Code.

The Tribunal may, in addition, render a decision under the first or second paragraph at the request of a person other than a party, if it considers that the person has a sufficient interest.

From the date the Tribunal’s decision is notified to the parties, the exercise of the right to strike is suspended until the certified association concerned meets the requirements of sections 111.0.18 and 111.0.23.

“111.0.17.1. The Tribunal’s decision to require a public service to maintain essential services in the event of a strike applies to each stage of the negotiations.

However, the Tribunal, on its own initiative or at a party's request, may revoke the decision to order that essential services be maintained.

“111.0.17.2. Before rendering a decision under the first or second paragraph of section 111.0.17 or the second paragraph of section 111.0.17.1, the Tribunal shall give the parties and, if applicable, the person having a sufficient interest, the opportunity to submit their views.”

4. Section 111.0.18 of the Code is amended by replacing “in an order made” in the first paragraph by “by a decision rendered”.

5. Section 111.0.19 of the Code is amended by striking out “, before reporting it to the Minister pursuant to section 111.0.20,” in the third paragraph.

6. Sections 111.0.20 and 111.0.21 of the Code are repealed.

7. Section 111.0.23 of the Code is amended

(1) by replacing “in an order made” in the first paragraph by “by a decision rendered”;

(2) in the third paragraph,

(a) by replacing “in an order made” by “by a decision rendered”;

(b) by replacing both occurrences of “seven days” by “seven clear working days”.

8. Section 111.0.23.1 of the Code is amended

(1) in the first paragraph,

(a) by replacing “dans un décret pris” in the French text by “par une décision rendue”;

(b) by replacing “contemplated in an order made under section 111.0.17 must give the Minister, the employer and the Tribunal” by “must give the Minister and the employer, and the Tribunal in the case of a public service contemplated by a decision rendered under section 111.0.17,”;

(2) by replacing “by an order made” in the third paragraph by “by a decision rendered”.

9. Section 111.0.24 of the Code is replaced by the following section:

“111.0.24. In a public service contemplated by a decision rendered under section 111.0.17, the Tribunal may suspend the exercise of the right to strike if of the opinion that the essential services provided for or actually rendered where a strike is apprehended or in progress are insufficient and that this endangers public health or safety.

The suspension has effect from the date the decision is notified to the parties and until it is shown to the satisfaction of the Tribunal that, should the right to strike be exercised, sufficient essential services will be maintained in that public service.”

10. Section 111.0.25 of the Code is repealed.

11. Section 111.0.26 of the Code is amended by replacing “in an order made” by “by a decision rendered”.

12. Sections 111.10 and 111.10.1 of the Code are replaced by the following sections:

“111.10. In the event of a strike by an institution’s employees, the parties are required to maintain essential services. Such services are those whose interruption may endanger public health or safety.

“111.10.1. The essential services that must be maintained shall be negotiated between the certified association and the institution. The negotiation may be conducted according to the parameters agreed upon by that association or a group of associations it forms part of and the institution or its representative.

Any agreement on essential services must comply with the following criteria:

(1) the essential services must be broken down per unit of care and class of care or services;

(2) the normal operation of intensive care units and emergency units, if any, must be ensured; and

(3) a person’s freedom of access to the institution’s services must be ensured.

Any agreement must be sent to the Tribunal for approval.

The Tribunal, on its own initiative or at the request of any of the parties, may designate a person to help the parties to reach an agreement.”

13. Section 111.10.2 of the Code is replaced by the following section:

“111.10.2. Every institution shall, at the request of the Tribunal or of a certified association, communicate to both of them any relevant information on the essential services that must be maintained, within 10 working days after receipt of the request. The request must specify the required information.”

14. Section 111.10.3 of the Code is amended by replacing the first three paragraphs by the following paragraph:

“If no agreement is reached, the certified association shall send to the Tribunal for approval a list providing for the essential services that must be maintained in the event of a strike. Such a list shall comply with the criteria set out in the second paragraph of section 111.10.1.”

15. Section 111.10.4 of the Code is amended

(1) by replacing “, 111.10.1 and 111.10.3” in the first paragraph by “and 111.10.1”;

(2) by striking out the second paragraph.

16. Section 111.10.5 of the Code is replaced by the following section:

“111.10.5. If the Tribunal considers that an agreement or a list does not comply with the criteria set forth in sections 111.10 and 111.10.1, it may make the recommendations it considers appropriate to the parties for amending the agreement or the list, or it may approve the agreement or the list with amendments.”

17. Section 111.10.7 of the Code is amended by replacing “section 111.10, 111.10.1 and 111.10.3” in the second paragraph by “sections 111.10 and 111.10.1”.

18. Section 111.16 of the Code is amended by inserting “are not sufficient or” after “in a list or agreement” in the first paragraph.

19. Section 111.17 of the Code is amended by inserting “are not sufficient or” after “in a list or agreement” in the first paragraph.

20. Section 111.20 of the Code is amended by replacing “111.0.19” in the first paragraph by “111.0.17, 111.0.19, 111.0.24”.

21. The Code is amended by inserting the following section after section 111.21:

“111.21.1. Any negotiation of essential services that are governed by this chapter must be begun and carried on diligently and in good faith.”

22. Section 146.2 of the Code is amended by striking out “111.10.”.

TRANSITIONAL AND FINAL PROVISIONS

23. For the purpose of determining the essential services that must be maintained in the event of a strike by a certified association to which a collective agreement that expires on 31 March 2020 applies, the negotiation of essential services under the first paragraph of section 111.10.1 of the Labour Code (chapter C-27), as replaced by section 12, must begin on 30 October 2019.

In the case of a certified association to which a collective agreement that expires on 31 March 2021 applies, the negotiation of such services must begin on 2 October 2020.

24. For the purpose of determining the essential services that must be maintained in the event of a strike by a certified association to which a collective agreement that expires on 31 March 2020 applies, the Tribunal may, at the parties' request, settle any difficulty arising out of the application of sections 111.10.1 and 111.10.3 of the Labour Code, respectively amended by sections 12 and 14.

The Tribunal may also

(1) make recommendations on the parameters to be agreed on by an association or a group of associations it forms part of and an institution or its representative; and

(2) make recommendations as to the content and breakdown of the essential services provided for in an agreement or a list, before the agreement or list is communicated to it under those sections 111.10.1 and 111.10.3.

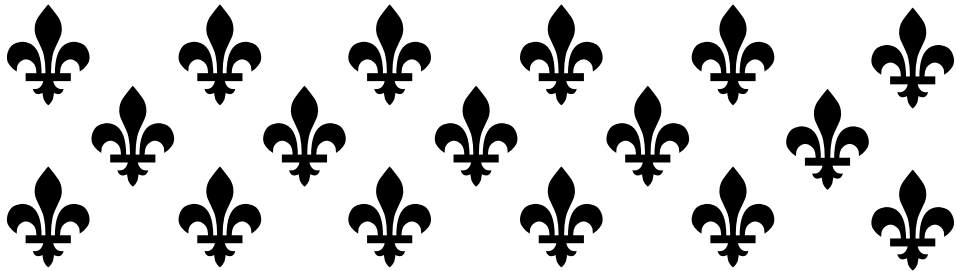
The Tribunal shall render a decision or issue recommendations within 30 days.

25. Despite the first paragraph of section 111.10.7 of the Labour Code, as amended by section 17, the Administrative Labour Tribunal may, if warranted by a special situation and after having informed the parties, extend the time specified in that paragraph by not more than 30 days in order to rule on whether or not the essential services that must be maintained in the event of a strike by a certified association to which a collective agreement that expires on 31 March 2020 applies are sufficient.

26. An employer and a certified association subject to an order made under section 111.0.17 of the Labour Code, as it read before 30 October 2019, are deemed to be subject, from that date, to a decision of the Administrative Labour Tribunal rendered under the first paragraph of section 111.0.17 of the Labour Code, as replaced by section 3.

A party may, however, request the Tribunal to revoke the decision in accordance with the second paragraph of section 111.0.17.1 of the Labour Code, enacted by section 3.

27. This Act comes into force on 30 October 2019.



NATIONAL ASSEMBLY OF QUÉBEC

FIRST SESSION

FORTY-SECOND LEGISLATURE

Bill 28
(2019, chapter 22)

**An Act to allow the establishment of
certain health and social services
measures related to the Mauricie et
Centre-du-Québec health region's
special geographic status**

Introduced 7 June 2019
Passed in principle 24 September 2019
Passed 5 November 2019
Assented to 6 November 2019

Québec Official Publisher
2019

EXPLANATORY NOTES

This Act amends the Act to modify the organization and governance of the health and social services network, in particular by abolishing the regional agencies to take into account the special geographic status of the Mauricie et Centre-du-Québec health region.

To that end, the Act provides that the president and executive director of an integrated health and social services centre may be assisted by two assistant president and executive directors if such a centre is located in a health region whose territory corresponds to the entire territory of two administrative regions of Québec. In addition, in such a case, a people's forum may be established for each of those administrative regions.

Lastly, the Act contains consequential amendments.

LEGISLATION AMENDED BY THIS ACT:

- Act to modify the organization and governance of the health and social services network, in particular by abolishing the regional agencies (chapter O-7.2).

Bill 28

AN ACT TO ALLOW THE ESTABLISHMENT OF CERTAIN HEALTH AND SOCIAL SERVICES MEASURES RELATED TO THE MAURICIE ET CENTRE-DU-QUÉBEC HEALTH REGION'S SPECIAL GEOGRAPHIC STATUS

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

ACT TO MODIFY THE ORGANIZATION AND GOVERNANCE OF THE HEALTH AND SOCIAL SERVICES NETWORK, IN PARTICULAR BY ABOLISHING THE REGIONAL AGENCIES

1. Section 33 of the Act to modify the organization and governance of the health and social services network, in particular by abolishing the regional agencies (chapter O-7.2) is amended

(1) by inserting the following paragraph after the second paragraph:

“The president and executive director must be assisted by two assistant president and executive directors if the integrated health and social services centre for which he or she exercises his or her functions is located in a health region whose territory corresponds to the entire territory of two administrative regions of Québec. The first and second paragraphs apply to the appointment of each of those assistant president and executive directors.”;

(2) by inserting “or, if there are two, by the one designated by the Minister” and “or, if there are two, the one designated by the Minister” after “by the assistant president and executive director” and “, the assistant president and executive director”, respectively, in the third paragraph.

2. Section 50 of the Act is amended by replacing “under the authority of the president and executive director, or of an assistant president and executive director determined by the board” in the second paragraph by “under the authority of the assistant president and executive director or, if there are two, under the authority of the one determined by the board, or under the authority of the assistant executive director determined by the board”.

3. Section 57 of the Act is amended

(1) by replacing “The assistant president and executive director” in the first paragraph by “Assistant president and executive directors”;

(2) by replacing “que le président-directeur général adjoint” in the third paragraph in the French text by “qu’un président-directeur général adjoint”.

4. The Act is amended by inserting the following section after section 73:

“73.1. Despite section 343.1 of the Act, if an integrated health and social services centre is located in a health region whose territory corresponds to the entire territory of two administrative regions of Québec, it may establish a people’s forum for each of those administrative regions.”

5. Section 120 of the Act is amended by inserting the following paragraph after the third paragraph:

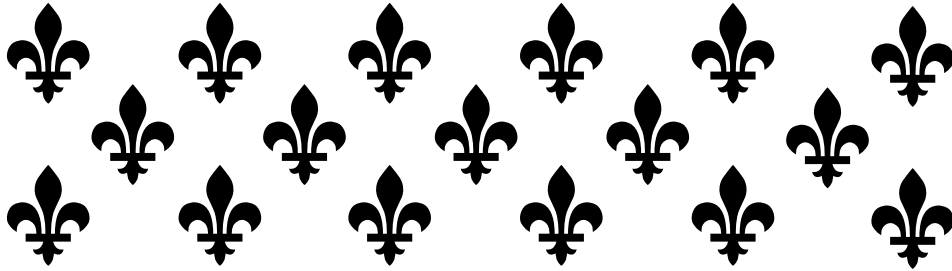
“For the purposes of section 15 of the Act, if a people’s forum has been established for two administrative regions of Québec under section 73.1 of this Act, the public health director consults each of the forums.”

TRANSITIONAL PROVISION

6. The Government must appoint the second assistant president and executive director, in accordance with the third paragraph of section 33 of the Act to modify the organization and governance of the health and social services network, in particular by abolishing the regional agencies (chapter O-7.2), enacted by section 1, not later than 21 May 2020.

FINAL PROVISION

7. This Act comes into force on 21 November 2019.



NATIONAL ASSEMBLY OF QUÉBEC

FIRST SESSION

FORTY-SECOND LEGISLATURE

Bill 36
(2019, chapter 23)

**An Act to amend the Companies Act
concerning participation in and
decision making at meetings of legal
persons without share capital**

**Introduced 19 September 2019
Passed in principle 25 September 2019
Passed 5 November 2019
Assented to 6 November 2019**

**Québec Official Publisher
2019**

EXPLANATORY NOTES

This Act makes amendments concerning participation in and decision making at meetings of the boards of directors and of members of legal persons without share capital.

It provides that, subject to any provisions to the contrary in the constituting acts or by-laws of such legal persons,

(1) directors or members, as applicable, will be able to take part in any meeting from separate locations using means enabling all participants to communicate directly with one another, without the consent of all the directors or members being required;

(2) participants in any assembly will be able to vote by any means of communication enabling votes to be cast in a way that allows them to be verified afterwards and protects the secrecy of the vote when a ballot has been requested.

The Act also recognizes that resolutions in writing signed by all the members are as valid as if they had been passed at a general meeting.

LEGISLATION AMENDED BY THIS ACT:

– Companies Act (chapter C-38).

Bill 36

AN ACT TO AMEND THE COMPANIES ACT CONCERNING PARTICIPATION IN AND DECISION MAKING AT MEETINGS OF LEGAL PERSONS WITHOUT SHARE CAPITAL

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

1. Section 89.2 of the Companies Act (chapter C-38) is amended

(1) by striking out “, if all the directors consent,”;

(2) by replacing “hear each other” by “communicate directly with one another”;

(3) by adding the following paragraph at the end:

“A vote may then be held entirely by any means of communication enabling votes to be cast in a way that allows them to be verified afterwards and protects the secrecy of the vote when a ballot has been requested.”

2. Section 89.4 of the Act is amended by inserting “and general meetings” at the end.

3. This Act comes into force on 6 November 2019.

Regulations and other Acts

Gouvernement du Québec

O.C. 1140-2019, 13 November 2019

Amount of the contribution of each member of a professional order for the 2020-2021 fiscal year of the Office des professions du Québec

WHEREAS, under the first paragraph of section 196.2 of the Professional Code (chapter C-26), the expenditures incurred by the Office des professions du Québec in a fiscal year are payable by the members of the professional orders;

WHEREAS, under the second paragraph of section 196.2 of the Code, the members of the orders are required to pay, for each fiscal year of the Office, a contribution determined by the Government;

WHEREAS, under the third paragraph of section 196.2 of the Code, each fiscal year, the surplus of the Office for the preceding fiscal year is added to, or its deficit for the preceding fiscal year is deducted from, the expenditures determined by the Office in its budget estimates for the following fiscal year;

WHEREAS, under the third paragraph of section 196.2 of the Code, any surplus or deficit expected by the Office for a fiscal year may also be taken into account in whole or in part;

WHEREAS, under the third paragraph of section 196.2 of the Code, the resulting amount is then divided by the number of members in all the orders on 31 March of the calendar year in progress and the quotient is the amount of the annual contribution of each member;

WHEREAS, under the first paragraph of section 196.8 of the Code, every person or group and every department or other government body are to pay the charge determined by regulation of the Government after consultation with the Office and the Québec Interprofessional Council in respect of any request they submit to the Office or of any act that must be performed by the Office in the exercise of its functions;

WHEREAS, under the second paragraph of section 196.8 of the Code, the charges collected during a fiscal year are taken into account in establishing the contribution computed under section 196.2 of the Code;

WHEREAS, under subparagraph 4 of the first paragraph of section 19.1 of the Code, the Minister of Justice has submitted to the Québec Interprofessional Council, for advice, the amount of the contribution of each member of an order for the 2020-2021 fiscal year of the Office;

WHEREAS it is expedient to determine the amount of the contribution of each member of a professional order for the 2020-2021 fiscal year of the Office;

IT IS ORDERED, therefore, on the recommendation of the Minister of Justice:

THAT \$29.00 be determined as the amount of the contribution of each member of a professional order for the 2020-2021 fiscal year of the Office des professions du Québec.

YVES OUELLET,
Clerk of the Conseil exécutif

104164

Gouvernement du Québec

O.C. 1150-2019, 20 November 2019

An Act respecting the Government and Public Employees Retirement Plan
(chapter R-10)

Regulation respecting the application — Amendment

Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan

WHEREAS, under subparagraph 18 of the first paragraph of section 134 of the Act respecting the Government and Public Employees Retirement Plan (chapter R-10), the Government may, by regulation, establish, for the purposes of section 177 of the Act, the rate of contribution applicable to the Government and Public Employees Retirement Plan each year, according to the rules, terms and conditions prescribed by the regulation, and prescribe the factor used each year for the contribution formula;

WHEREAS, under the first paragraph of section 177 of the Act, the rate of contribution applicable to the Government and Public Employees Retirement Plan each year is determined according to the rules, terms and conditions prescribed by regulation, the rate is based on the result of the actuarial valuation referred to in the first paragraph of section 174 of the Act and is adjusted from 1 January following the receipt by the Minister of the report of the independent actuary and, for the two subsequent years, from 1 January of each year;

WHEREAS the Minister received the report of the independent actuary on 30 October 2019;

WHEREAS, under the first paragraph of section 177 of the Act, the regulation concerned may also prescribe a factor based on the actuarial valuation and adjusted in the same manner and is to be used for the contribution formula described in section 29 of the Act so that the contributions withheld during the year by employers or insurers with respect to a pensionable salary which does not exceed the maximum pensionable earnings of the year will be comparable to the contributions that would have been withheld if the contribution formula described in that section, as it read on 31 December 2010, had been maintained;

WHEREAS the most recent actuarial valuation of the retirement plan indicates that the applicable rates of contribution and the factors used for the years 2020, 2021 and 2022 should be adjusted;

WHEREAS, under the first paragraph of section 134 of the Act, the Government makes the Regulation after Retraite Québec has consulted the pension committee referred to in section 163 of the Act;

WHEREAS that committee has been consulted;

WHEREAS the Government made the Regulation under the Act respecting the Government and Public Employees Retirement Plan (chapter R-10, r. 2);

WHEREAS it is expedient to amend the Regulation;

IT IS ORDERED, therefore, on the recommendation of the Minister Responsible for Government Administration and Chair of the Conseil du trésor:

THAT the Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan, attached to this Order in Council, be made.

YVES OUELLET,
Clerk of the Conseil exécutif

Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan

An Act respecting the Government and Public Employees Retirement Plan
(chapter R-10, s. 134, 1st par., subpar. 18)

1. The Regulation under the Act respecting the Government and Public Employees Retirement Plan (chapter R-10, r. 2) is amended in Schedule IV.4 by adding the following at the end under “Year”, “Rate of contribution” and “Factor”:

“

2020	10.63%	1.89
2021	10.33%	1.84
2022	10.04%	1.78

”.

2. This Regulation comes into force on 1 January 2020.

104177

Gouvernement du Québec

O.C. 1162-2019, 20 November 2019

An Act to promote the protection of persons by establishing a framework with regard to dogs
(chapter P-38.002)

Regulation respecting the application

Regulation respecting the application of the Act to promote the protection of persons by establishing a framework with regard to dogs

WHEREAS, under subparagraphs 1 to 5 of the second paragraph of section 1 of the Act to promote the protection of persons by establishing a framework with regard to dogs (chapter P-38.002), the Government may, by regulation, to promote the protection of persons by establishing a framework with regard to dogs

— establish dog supervision and ownership standards;

— establish the powers a local municipality may exercise with regard to a dog or its owner or custodian, as well as the terms of exercise of such powers;

— exempt, in the cases and on the conditions it determines, any dog from all or part of the application of the provisions of a regulation made under the section;

—make veterinary surgeons, physicians or any other person subject to the obligation to report dog-inflicted injuries, and determine the information that must be included in, and specify any other terms relating to, such a report;

—determine the provisions, from among those established under subparagraphs 1 and 2 of the second paragraph of section 1, with regard to which non-compliance constitutes an offence, as well as the amounts of the related fines;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft Regulation respecting the application of the Act to promote the protection of persons by establishing a framework with regard to dogs was published in Part 2 of the *Gazette officielle du Québec* of 15 May 2019 with a notice that it could be made by the Government on the expiry of 45 days following that publication;

WHEREAS it is expedient to make the Regulation with amendments;

IT IS ORDERED, therefore, on the recommendation of the Minister of Public Security:

THAT the Regulation respecting the application of the Act to promote the protection of persons by establishing a framework with regard to dogs, attached to this Order in Council, be made.

YVES OUELLET,
Clerk of the Conseil exécutif

Regulation respecting the application of the Act to promote the protection of persons by establishing a framework with regard to dogs

An Act to promote the protection of persons by establishing a framework with regard to dogs (chapter P-38.002, s. 1).

DIVISION I EXEMPTED DOGS

1. This Regulation does not apply to the following dogs:

(1) a dog needed by a person to assist the person and that is the subject of a valid certificate attesting that the dog has been trained for that purpose by a professional service dog training organization;

(2) a dog in a police force dog team;

(3) a dog used in the course of the activities of the holder of a licence issued under the Private Security Act (chapter S-3.5);

(4) a dog used in the course of a wildlife protection officer's activities.

DIVISION II REPORTING OF DOG-INFLICTED INJURIES

2. A veterinary surgeon must report without delay to the local municipality concerned the fact that a dog that the veterinary surgeon believes on reasonable grounds constitutes a risk for public health and safety has inflicted a bite injury to a person or domestic animal by communicating, if known, the following information:

(1) the name and contact information of the owner or custodian of the dog;

(2) any information, including the breed or type, allowing the dog to be identified;

(3) the name and contact information of the injured person or of the owner or custodian of the injured domestic animal and the nature and seriousness of the injury that was inflicted.

3. A physician must report without delay to the local municipality concerned dog bite injuries to a person by communicating the nature and seriousness of the injury and, if known, the information provided for in subparagraphs 1 and 2 of the first paragraph of section 2.

4. For the purposes of sections 2 and 3, the local municipality concerned is that of the principal residence of the owner or custodian of the dog that inflicted the injury or, if that information is unknown, that where the incident took place.

DIVISION III DECLARATIONS OF DOGS POTENTIALLY DANGEROUS AND ORDERS WITH REGARD TO OWNERS OR CUSTODIANS OF DOGS

§1. Powers of local municipalities

5. Where there are reasonable grounds to believe that a dog constitutes a risk for public health and safety, a local municipality may require that its owner or custodian have the dog undergo an examination by a veterinary surgeon that it chooses so that its condition and dangerousness are evaluated.

6. The local municipality notifies the owner or custodian of the dog, where known, of the date, time and place to appear for the dog's examination and of the fees to be paid for the examination.

7. The veterinary surgeon sends the report to the local municipality as soon as possible. It must contain the veterinary surgeon's opinion as to the risk the dog constitutes for public health and safety.

It may also contain recommendations on the measures to be taken with regard to the dog or its owner or custodian.

8. A dog may be declared potentially dangerous by the local municipality that is of the opinion that, after considering the report of the veterinary surgeon having examined the dog and evaluated its condition and dangerousness, it constitutes a risk for public health and safety.

9. A dog that bit or attacked a person or a domestic animal and injured the person or animal may also be declared potentially dangerous by a local municipality.

10. A local municipality orders the owner or custodian of a dog that bit or attacked a person and that caused the person's death or inflicted a serious injury to the person to have the dog euthanized. It must also have such a dog euthanized where the owner or custodian is unknown or cannot be found.

Until the dog is euthanized, a dog referred to in the first paragraph must be muzzled at all times with a basket muzzle where it is outside the residence of its owner or custodian.

For the purposes of this section, any physical injury that could lead to death or that results in serious physical consequences constitutes a serious injury.

11. A local municipality may, where circumstances justify it, order the owner or custodian of a dog to comply with one or more of the following measures:

(1) submit the dog to one or more of the standards provided for in Division IV or to any other measure intended to reduce the risk that the dog constitutes for public health and safety;

(2) have the dog euthanized;

(3) get rid of the dog or any other dog or prohibit the owner or custodian from owning, acquiring, keeping or breeding a dog for a period it determines.

The order must be proportionate to the risk that the dog, owner or custodian constitutes for public health and safety.

§2. Terms governing the exercise of powers by local municipalities

12. A local municipality must, before declaring a dog potentially dangerous under section 8 or 9 or rendering an order under section 10 or 11, inform the owner or custodian of the dog of its intention and of the grounds on which it is founded and indicate the period within which the owner or custodian may present observations and, where applicable, produce documents to complete the file.

13. Every decision of the municipality is sent in writing to the owner or custodian of the dog. Where the municipality declares a dog potentially dangerous or renders an order, the decision must be in writing, with reasons, and must refer to any document or information that the local municipality has taken into consideration.

The declaration or order is notified to the owner or custodian of the dog and indicates the period the owner or custodian has to comply therewith. Before the expiry of that period, the owner or custodian of the dog must, at the request of the municipality, show that the owner or custodian has complied with the order. Failing that, the owner or custodian is presumed not having complied with the order. In that case, the municipality gives a formal notice to the owner or custodian to comply within a given period and indicates to the owner or custodian the consequences of the failure.

14. A local municipality may designate an officer or an employee of the municipality responsible for the exercise of the powers provided for in this Division.

15. The powers of a local municipality to declare a dog potentially dangerous and to render orders under this Regulation are exercised with regard to dogs whose owner or custodian has his or her principal residence in its territory.

Despite the foregoing, a declaration or an order rendered by a local municipality applies to the entire territory of Québec.

DIVISION IV DOG SUPERVISION AND OWNERSHIP STANDARDS

§1. *Standards applicable to all dogs*

16. The owner or custodian of a dog must register it with the local municipality of the principal residence within 30 days of the acquisition of the dog, of the establishment of the principal residence in a municipality or of the day when the dog reaches the age of 3 months.

Despite the first paragraph, the obligation to register a dog

(1) applies from the day on which the dog reaches the age of 6 months where a dog breeder is the owner or custodian of the dog; and

(2) does not apply to a pet shop, namely, a business where companion animals are kept and offered for sale to the public, a veterinary establishment, an educational institution or an establishment that carries out research activities, a pound, an animal service, a shelter, or any person or organization dedicated to the protection of animals that holds a permit referred to in section 19 of the Animal Welfare and Safety Act (chapter B-3.1).

The owner or custodian of a dog must pay the annual registration fees set by the local municipality.

17. The owner or custodian of a dog must provide, for it to be registered, the following information and documents:

(1) its name and contact information;

(2) the breed or type, sex, colour, year of birth, name, distinctive features, the dog's origin and if its weight is 20 kg or more;

(3) where applicable, proof that the rabies vaccination status of the dog is up to date, that it is spayed or neutered, or microchipped and the number of the microchip, or a notice written by a veterinary surgeon indicating that the vaccination, spay or neuter, or microchipping is contraindicated for the dog;

(4) where applicable, the name of the municipalities where the dog has already been registered and any decision with regard to the dog or with its regard rendered by a local municipality under this Regulation or a municipal by-law concerning dogs.

18. The registration of a dog in a local municipality subsists for as long as the dog and its owner or custodian remain the same.

The owner or custodian of a dog must inform the local municipality in which the dog is registered of any change in the information provided pursuant to section 17.

19. The local municipality gives to the owner or custodian of a registered dog a tag with the dog's registration number.

A dog must wear the tag given by the local municipality in order to be identifiable at all times.

20. In a public place, a dog must at all times be under the control of a person capable of controlling it.

Except in a dog run facility or when it participates in dog activities, in particular, hunting, dog shows, competitions or training courses, a dog must also be on a leash whose maximum length is 1.85 m. A dog of 20 kg and more must also wear, at all times, a halter or a harness attached to its leash.

21. A dog may not be on property belonging to a person other than its owner or custodian, unless the presence of the dog has been expressly authorized.

§2. *Standards applicable to dogs declared potentially dangerous*

22. A dog declared potentially dangerous must have a rabies vaccination status up to date at all times, be spayed or neutered and microchipped, unless there is a contraindication for the dog established by a veterinary surgeon.

23. A dog declared potentially dangerous may not be kept in the presence of a child 10 years of age or under unless it is under the constant supervision of a person 18 years of age or over.

24. A dog declared potentially dangerous must be kept using a device that prevents the dog from going beyond the boundaries of a private property that is not fenced or whose fence cannot contain it. In addition, a sign must be posted at a place announcing to a person coming on the property the presence of a dog declared potentially dangerous.

25. In a public place, a dog declared potentially dangerous must wear, at all times, a basket muzzle. In addition, it must be on a leash whose maximum length is 1.25 m, except in a dog run facility.

DIVISION V INSPECTION AND SEIZURE

§1. *Inspection*

26. For the purpose of ensuring the application of this Regulation, an inspector who has reasonable grounds to believe that a dog is on premises or in a vehicle may, in the performance of inspection duties,

- (1) enter and inspect the premises at any reasonable time;
- (2) inspect the vehicle or order any such vehicle to be stopped for inspection;
- (3) examine the dog;
- (4) take photographs and make recordings;
- (5) require any person to produce any books, accounts, registers, records or other documents for examination or for the purpose of making copies or obtaining extracts, if the inspector has reasonable grounds to believe that they contain information relating to the application of this Regulation; and
- (6) require any person to provide any information relating to the application of this Regulation.

If the premises or vehicle are unoccupied, the inspector leaves a notice indicating his or her name, the time of the inspection, as well as the reasons for the inspection.

27. An inspector who has reasonable grounds to believe that a dog is in a dwelling house may require that the owner or occupant of the premises show them the dog. The owner or occupant must comply immediately.

The inspector may enter the dwelling house only with the occupant's authorization or else with a search warrant issued by a judge, on the basis of a sworn statement by the inspector asserting that the inspector has reasonable grounds to believe that a dog that constitutes a risk for public health and safety is in the dwelling house, authorizing, on the conditions the judge indicates, the inspector to enter the dwelling house, seize the dog and dispose of it in accordance with this Division. The warrant may be obtained in accordance with the procedure provided for in the Code of Penal Procedure (chapter C-25.1), with the necessary modifications.

Every judge of the Court of Québec or of a municipal court or every presiding justice of the peace has jurisdiction to issue a search warrant under the second paragraph.

28. The inspector may require that the owner, custodian or person responsible for a vehicle or for premises being inspected, as well as any person in the vehicle or on the premises, assist the inspector in the performance of inspection duties.

§2. *Seizure*

29. An inspector may seize a dog for the following purposes:

- (1) have the dog undergo an examination by a veterinary surgeon in accordance with section 5 where the inspector has reasonable grounds to believe that the dog constitutes a risk for public health and safety;
- (2) have the dog undergo the examination required by the local municipality where its owner or custodian fails to attend the examination in accordance with the notification under section 6;
- (3) execute an order rendered by the local municipality under section 10 or 11 where the period provided for in the second paragraph of section 13 to comply with it has expired.

30. The inspector has custody of the seized dog and may keep the dog or entrust it to a person in a veterinary establishment or in a shelter, an animal service, a pound or premises kept by a person or an organization dedicated to the protection of animals holding a permit referred to in section 19 of the Animal Welfare and Safety Act (chapter B-3.1).

31. Custody of the dog is maintained until the dog has been returned to its owner or custodian.

Except if the dog has been seized to execute an order rendered under the first paragraph of section 10 or subparagraph 2 or 3 of the first paragraph of section 11, or if the municipality renders an order under one of its provisions, the dog is returned to its owner or custodian

(1) if, as soon as the dog has been examined, the veterinary surgeon is of the opinion that the dog does not constitute a risk for public health and safety, or as soon as the order has been executed; and

(2) if 90 days have elapsed since the date of the seizure without the dog having been declared potentially dangerous or, before that time limit expires, if the inspector has been notified that there is no reason to declare the dog potentially dangerous or that the dog has been declared potentially dangerous.

32. Animal care expenses incurred as a result of a seizure are borne by the owner or custodian of the dog, including the costs incurred to provide veterinary care, treatment, surgical procedures and medication required during the seizure and examination by a veterinary surgeon, and to transport, euthanize or dispose of the dog.

DIVISION VI OFFENCE

33. The owner or custodian of a dog who contravenes section 6 or does not comply with an order rendered under section 10 or 11 is liable to a fine of \$1,000 to \$10,000 in the case of a natural person and \$2,000 to \$20,000 in other cases.

34. The owner or custodian of a dog who contravenes any of sections 16, 18 and 19 is liable to a fine of \$250 to \$750 in the case of a natural person and \$500 to \$1,500 in other cases.

35. The owner or custodian of a dog who contravenes any of sections 20 and 21 is liable to a fine of \$500 to \$1,500 in the case of a natural person and \$1,000 to \$3,000 in other cases.

36. The minimum and maximum fines provided for in sections 34 and 35 are doubled where the offence concerns a dog declared potentially dangerous.

37. The owner or custodian of a dog who contravenes any of sections 22 to 25 is liable to a fine of \$1,000 to \$2,500 in the case of a natural person and \$2,000 to \$5,000 in other cases.

38. The owner or custodian of a dog who provides false or misleading information or information that the owner or custodian should have known to be false or misleading relating to the registration of a dog is liable to a fine of \$250 to \$750 in the case of a natural person and \$500 to \$1,500 in other cases.

39. Every person who in any way hinders any person responsible for the application of the Act in the performance in the person's duties, deceives the person by concealment or misrepresentation or refuses to provide information that the person is entitled to obtain under this Regulation is liable to a fine of \$500 to \$5,000.

40. The minimum and maximum fines prescribed in this Division are doubled for a subsequent offence.

DIVISION VII TRANSITIONAL AND FINAL

41. The owner or custodian of a dog on the date of coming into force of this Regulation has 3 months following that date to register the dog in accordance with section 16.

42. This Regulation comes into force on the ninetieth day following the date of its publication in the *Gazette officielle du Québec*.

104179

Gouvernement du Québec

O.C. 1165-2019, 20 November 2019

An Act respecting collective agreement decrees (chapter D-2)

Security guards —Amendment

Decree to amend the Decree respecting security guards

WHEREAS, under section 2 of the Act respecting collective agreement decrees (chapter D-2), the Government may order that a collective agreement respecting any trade, industry, commerce or occupation shall also bind all the employees and professional employers in Québec or in a stated region of Québec, within the scope determined in such decree;

WHEREAS the Government made the Decree respecting security guards (chapter D-2, r. 1);

WHEREAS, under the first paragraph of section 4 of the Act respecting collective agreement decrees, the contracting parties have addressed to the Minister responsible for Labour an application for amendment to the Decree;

WHEREAS, under the first paragraph of section 6.1 of the Act, section 4 applies to an application for amendment;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1) and the first paragraph of section 5 of the Act respecting collective agreement decrees, a draft Decree to amend the Decree respecting security guards was published in Part 2 of the *Gazette officielle du Québec* of 24 July 2019 and in a French language newspaper and in an English language newspaper, with a notice that it could be made by the Government on the expiry of 45 days following that publication;

WHEREAS, under section 7 of the Act respecting collective agreement decrees, despite section 17 of the Regulations Act, a decree comes into force on the day of its publication in the *Gazette officielle du Québec* or on any later date fixed therein;

WHEREAS it is expedient to make the Decree without amendment;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour, Employment and Social Solidarity:

THAT the Decree to amend the Decree respecting security guards, attached to this Order in Council, be made.

YVES OUELLET,
Clerk of the Conseil exécutif

Decree to amend the Decree respecting security guards

An Act respecting collective agreement decrees (chapter D-2, ss. 2, 4 and 6.1)

1. The Decree respecting security guards (chapter D-2, r. 1) is amended in section 0.01 by replacing “Union des agents de sécurité du Québec, Métallos local 8922” in paragraph 2 by “Syndicat des Métallos, section locale 8922 (FTQ)”.

2. Section 1.01 is amended

(1) by striking out paragraph 3.1;

(2) by striking out “holding a diploma in police techniques and whose customer or employer requires that diploma as a condition for hiring; this premium is also paid to a guard” in paragraph 5;

(3) by replacing paragraph 7 by the following:

“(7) “P-4 premium”: (a) benefit paid to a guard who is asked to perform the task of first-aid or cardiopulmonary resuscitation (CPR) as a condition of employment;

(b) benefit paid to a guard who is asked to use a heart defibrillator as a condition of employment;”;

(4) by striking out paragraphs 10.2 and 11;

(5) by replacing paragraph 14 by the following:

“(14) “regular A-01 employee”: an employee who has completed a trial period and performed, taking into consideration the vacations provided for in the Decree and the Act and the absences authorized by the employer, an average of 30 hours of work per week between 1 November and 31 October of each year or, if the employee was hired during the reference year, since the date of hiring. A regular A-01 employee is available to work at all times up to 40 hours of work per week;”;

(6) by replacing paragraph 15 by the following:

“(15) “part-time A-02 employee”: an employee who has completed a trial period but does not meet any of the conditions to be a regular A-01 employee;”;

(7) by replacing paragraph 16 by the following:

“(16) “trial A-03 employee”: an employee who has not completed a trial period of 480 hours actually worked or 150 days;”;

(8) by replacing “carrying out monitoring work in order to prevent shoplifting” in subparagraph g of paragraph 20 by “preventing shoplifting”.

3. Section 3.04 is amended

(1) by inserting “Except employees assigned to a customer in the mining sector with accommodation,” at the beginning of the second paragraph;

(2) by inserting the following after the second paragraph:

“A regular A-01 employee assigned to a customer in the mining sector with accommodation who works more than 14 consecutive days is entitled to be paid in accordance with the first paragraph from the fifteenth consecutive workday.”;

(3) by inserting “or the fourteenth day for an employee assigned to a client in the mining sector with accommodation, as the case may be” after “workday” in the last paragraph.

4. Section 4.07 is amended by replacing the first paragraph by the following:

“The hourly rates and premiums to which employees are entitled are at least those set in the following table:

	As of 4 December 2019	As of 28 June 2020	As of 3 July 2021	As of 2 July 2022
Class A employee	\$18.04	\$18.34	\$18.64	\$18.99
Class B employee	\$18.29	\$18.59	\$18.89	\$19.24
Premiums				
P-1 premium*	\$0.35	\$0.35	\$0.35	\$0.35
P-2 premium*	\$0.55	\$0.55	\$0.55	\$0.55
P-3 premium*	\$1.25	\$1.25	\$1.25	\$1.25
P-4 (a) premium*	\$0.40	\$0.40	\$0.40	\$0.40
P-4 (b) premium*	\$0.20	\$0.20	\$0.20	\$0.20
P-5 premium*	\$0.50	\$0.50	\$0.50	\$0.50
P-6 premium*	\$2.50	\$2.50	\$2.50	\$2.50
P-7 premium*	\$2.00	\$2.00	\$2.00	\$2.00
P-8 premium* (<i>struck out</i>)	—	—	—	—
P-9 premium*	\$0.15	\$0.15	\$0.15	\$0.15
P-10 premium*	\$0.25	\$0.25	\$0.25	\$0.25

* More than one premium at the same time may be applicable

5. The following is inserted after section 4.15:

4.16. The employer contributes to the group registered retirement savings plan (collective RRSP) administered by the parity committee.

4.17. The mandatory contribution of the employer to the group RRSP is \$0.10 per hour paid to a regular A-01 employee and a part-time A-02 employee.

4.18. The employer must send to the parity committee, not later than the fifteenth day of each month, the employer's contribution to the group RRSP for the preceding month and any voluntary contribution by the employee, if applicable.

4.19. Sections 4.16 and 4.18 do not apply to employees who have reached 71 years of age. Despite the foregoing, the mandatory contribution provided for in section 4.17 must be paid to the employee as benefit.”

6. Section 5.01 is amended by replacing “13 November 2013” in the third paragraph by “4 December 2019”.

7. Section 5.02 is amended by replacing paragraphs 3 and 4 of the table by the following:

3° 3 years or more but less than 10 years of continuous service with the same employer	3 continuous weeks	6% of earnings
4° 10 years or more of continuous service with the same employer	4 weeks, 3 of which are continuous	6% of earnings

8. Section 5.06 is amended in the first paragraph

(1) by replacing “2 or 3” by “2, 3 or 4”;

(2) by inserting “the customer of” before “the employer”.

9. Section 6.05 is amended by replacing “affecté” in the French text of the second paragraph by “assigné”.

10. Section 7.01 is amended

(1) by striking out “father, his mother, his” in subsection 1;

(2) by striking out “if the employee is credited with 60 days of uninterrupted service” in subsection 5;

(3) by replacing subsection 6 by the following:

“(6) An employee may be absent from work for 10 days per year to fulfil obligations relating to the care, health or education of his child or the child of his spouse, or because of the state of health of a relative or a person for whom the employee acts as a caregiver, as attested by a professional working in the health and social services sector and governed by the Professional Code (chapter C-26).

The leave may be divided into days. A day may also be divided if the employer consents thereto.

If it is warranted, by the duration of the absence for instance, the employer may request that the employee furnish a document attesting to the reasons for the absence.

The employee must advise the employer of his absence as soon as possible and take the reasonable steps within his power to limit the leave and the duration of the leave.

The first 2 days taken annually shall be remunerated according to the calculation formula described in section 6.03, with any adjustments required in the case of division. The employee becomes entitled to such remuneration on being credited with three months of uninterrupted service, even if he was absent previously. The right applies in the same manner to authorized absences for a reason provided for in section 79.1 of the Act respecting labour standards (chapter N-1.1). Despite the foregoing, an employer is not required to pay more than 2 days of absence in a same year where the employee is absent from work for any of the reasons provided for in this section or section 79.1 of the Act respecting labour standards.”;

(4) by inserting “, the father or the mother” after “or of the child” in paragraph 7.

11. Section 7.02 is replaced by the following:

“Regular A-01 employees accumulate in leave, for an absence due to sickness or accident, equal to 2% of their wages for hours worked, including the compensation for holidays but excluding premiums.

A regular A-01 employee who is absent because of a reason referred to in the first paragraph receives the equivalent in wages of the number of hours scheduled per day of absence up to the reserve accumulated the preceding year. Two days of absence for a reason provided for in section 79.7 or for any other reason provided for in section 79.1 of the Act respecting labour standards are taken from the amount accumulated in leave.

Despite the second paragraph, a regular A-01 employee must have accumulated the equivalent in wages of a full day for that day to be paid. If that is not the case, the Act respecting labour standards applies to the employee. The same applies to an employee who has not acquired the status of regular A-01.

On 31 October of each year, the employer establishes the dollar amount of the sick leave or accident accumulated the preceding year by each regular A-01 employee and informs each regular A-01 employee thereof not later than the following 30 November.

To be entitled to the payment of the dollar amount of accumulated leave established by the employer on 31 October of each year, the regular A-01 employee must be in the employ of his or her employer on 31 October, except where there is a change in employer and the regular A-01 employee is hired on the same workplace by the new employer and the employee has performed an average of 30 hours of work between 1 November and the date of the end of employment. In that case, the dollar amount of leave accumulated in the preceding year and in the current year is paid by the former employer at the time of the employee’s departure. A regular A-01 employee who is still in the employ of his or her employer on 31 October is paid the dollar amount of leave accumulated in the preceding year not later than the following 10 December.”.

12. Section 8.02 is amended

(1) by striking out “, that is 2 summer shirts and 2 winter shirts” in subparagraph 1 of the first paragraph;

(2) by replacing “grossesse” in the fourth paragraph of the French text by “maternité”.

13. Section 9.01 is amended by replacing “2 July 2017” and “2017” by “2 July 2022” and “2022”, respectively.

14. This Decree comes into force on the day of its publication in the *Gazette officielle du Québec*.

104178

M.O., 2019

**Order number 4180 of the Minister of Justice
dated 20 November 2019**

Code of Civil Procedure
(chapter C-25.01)

Regulation to amend the Regulation respecting the
Basic Parental Contribution Determination Table

MINISTER OF JUSTICE,

CONSIDERING the second paragraph of article 443 of the
Code of Civil Procedure (chapter C-25.01), which provides
that the Minister of Justice prescribes and publishes a table
determining the combined basic child support contribu-
tion payable by the parents on the basis of their disposable
income and the number of children they have;

CONSIDERING the publication of a draft Regulation
to amend the Regulation respecting the Basic Parental
Contribution Determination Table in Part 2 of the *Gazette
officielle du Québec* of 25 September 2019, in accordance
with sections 10 and 11 of the Regulations Act (chapter
R-18.1) with a notice that it could be made by the Minister
on the expiry of 45 days following that publication;

CONSIDERING that it is expedient to make the
Regulation;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting
the Basic Parental Contribution Determination Table,
attached to this Order, is made.

Quebec, 20 November 2019

SONIA LEBEL,
Minister of Justice

**Regulation to amend the Regulation
respecting the Basic Parental
Contribution Determination Table**

Code of Civil procedure
(chapter C-25.01, a. 443, 2nd par.).

1. The Regulation respecting the Basic Parental
Contribution Determination Table (chapter C-25.01,
r. 12) is amended by replacing Schedule I by Schedule I
attached to this Regulation.

2. This Regulation comes into force on 1 January 2020.

SCHEDULE I*(s.1)***BASIC PARENTAL CONTRIBUTION DETERMINATION TABLE**
(Effective as of 1 January 2020)

Disposable Income of Parents (\$)	Basic Annual Contribution (\$)					
	Number of Children					
	1 child	2 children	3 children	4 children	5 children	6 children ⁽¹⁾
1 - 1 000	500	500	500	500	500	500
1 001 - 2 000	1 000	1 000	1 000	1 000	1 000	1 000
2 001 - 3 000	1 500	1 500	1 500	1 500	1 500	1 500
3 001 - 4 000	2 000	2 000	2 000	2 000	2 000	2 000
4 001 - 5 000	2 500	2 500	2 500	2 500	2 500	2 500
5 001 - 6 000	3 000	3 000	3 000	3 000	3 000	3 000
6 001 - 7 000	3 150	3 500	3 500	3 500	3 500	3 500
7 001 - 8 000	3 200	4 000	4 000	4 000	4 000	4 000
8 001 - 9 000	3 220	4 500	4 500	4 500	4 500	4 500
9 001 - 10 000	3 250	5 000	5 000	5 000	5 000	5 000
10 001 - 12 000	3 420	5 310	6 000	6 000	6 000	6 000
12 001 - 14 000	3 570	5 550	6 570	7 000	7 000	7 000
14 001 - 16 000	3 750	5 790	6 920	8 000	8 000	8 000
16 001 - 18 000	3 940	6 080	7 310	8 540	9 000	9 000
18 001 - 20 000	4 160	6 390	7 730	9 080	10 000	10 000
20 001 - 22 000	4 440	6 810	8 280	9 730	11 000	11 000
22 001 - 24 000	4 710	7 230	8 800	10 350	11 940	12 000
24 001 - 26 000	4 980	7 650	9 340	11 020	12 720	13 000
26 001 - 28 000	5 210	7 970	9 830	11 640	13 490	14 000
28 001 - 30 000	5 440	8 280	10 210	12 170	14 120	15 000
30 001 - 32 000	5 630	8 540	10 610	12 700	14 750	16 000
32 001 - 34 000	5 810	8 780	11 000	13 160	15 350	17 000
34 001 - 36 000	6 000	9 000	11 300	13 590	15 880	18 000
36 001 - 38 000	6 140	9 260	11 570	13 890	16 220	18 550
38 001 - 40 000	6 320	9 450	11 810	14 190	16 570	18 920
40 001 - 42 000	6 480	9 640	12 090	14 490	16 910	19 330
42 001 - 44 000	6 670	9 910	12 370	14 820	17 280	19 730
44 001 - 46 000	6 860	10 130	12 650	15 180	17 690	20 230
46 001 - 48 000	7 040	10 430	13 010	15 620	18 210	20 810
48 001 - 50 000	7 250	10 670	13 360	16 050	18 730	21 420
50 001 - 52 000	7 460	10 940	13 720	16 510	19 270	22 070
52 001 - 54 000	7 660	11 230	14 080	16 920	19 780	22 640
54 001 - 56 000	7 840	11 490	14 430	17 410	20 360	23 300
56 001 - 58 000	8 050	11 760	14 790	17 800	20 850	23 870
58 001 - 60 000	8 250	12 010	15 120	18 240	21 370	24 470
60 001 - 62 000	8 440	12 270	15 460	18 650	21 850	25 020
62 001 - 64 000	8 620	12 520	15 820	19 090	22 380	25 670
64 001 - 66 000	8 800	12 780	16 160	19 520	22 880	26 230
66 001 - 68 000	9 010	13 010	16 460	19 920	23 370	26 830
68 001 - 70 000	9 150	13 240	16 780	20 350	23 900	27 450
70 001 - 72 000	9 310	13 470	17 110	20 720	24 370	27 990
72 001 - 74 000	9 480	13 700	17 420	21 140	24 880	28 590
74 001 - 76 000	9 680	13 920	17 740	21 570	25 400	29 220
76 001 - 78 000	9 810	14 100	17 990	21 890	25 760	29 650
78 001 - 80 000	9 930	14 290	18 240	22 190	26 140	30 090
80 001 - 82 000	10 060	14 450	18 460	22 470	26 480	30 500
82 001 - 84 000	10 180	14 620	18 700	22 770	26 860	30 930
84 001 - 86 000	10 350	14 780	18 920	23 030	27 170	31 290
86 001 - 88 000	10 430	14 890	19 070	23 260	27 440	31 620
88 001 - 90 000	10 500	15 010	19 210	23 430	27 640	31 860
90 001 - 92 000	10 580	15 110	19 400	23 650	27 940	32 210
92 001 - 94 000	10 680	15 230	19 540	23 850	28 140	32 440
94 001 - 96 000	10 780	15 350	19 710	24 060	28 420	32 760
96 001 - 98 000	10 840	15 450	19 830	24 240	28 630	33 040
98 001 - 100 000	10 930	15 540	19 970	24 370	28 810	33 240

Disposable Income of Parents (\$)	Basic Annual Contribution (\$)					
	Number of Children					
	1 child	2 children	3 children	4 children	5 children	6 children ⁽¹⁾
100 001 - 102 000	11 000	15 630	20 110	24 560	29 040	33 500
102 001 - 104 000	11 070	15 710	20 240	24 710	29 240	33 720
104 001 - 106 000	11 140	15 810	20 360	24 900	29 440	33 970
106 001 - 108 000	11 200	15 920	20 510	25 070	29 670	34 220
108 001 - 110 000	11 270	16 000	20 650	25 240	29 870	34 450
110 001 - 112 000	11 350	16 090	20 780	25 380	30 090	34 710
112 001 - 114 000	11 430	16 170	20 920	25 560	30 320	34 950
114 001 - 116 000	11 520	16 270	21 050	25 730	30 510	35 200
116 001 - 118 000	11 590	16 370	21 200	25 890	30 730	35 450
118 001 - 120 000	11 670	16 460	21 340	26 100	30 940	35 680
120 001 - 122 000	11 730	16 550	21 460	26 250	31 160	35 930
122 001 - 124 000	11 800	16 660	21 600	26 430	31 380	36 170
124 001 - 126 000	11 880	16 750	21 740	26 580	31 600	36 430
126 001 - 128 000	11 960	16 830	21 890	26 760	31 810	36 690
128 001 - 130 000	12 030	16 940	22 020	26 930	32 010	36 930
130 001 - 132 000	12 110	17 040	22 180	27 100	32 230	37 170
132 001 - 134 000	12 170	17 130	22 300	27 290	32 460	37 420
134 001 - 136 000	12 250	17 220	22 440	27 460	32 660	37 680
136 001 - 138 000	12 330	17 300	22 590	27 600	32 880	37 910
138 001 - 140 000	12 390	17 400	22 710	27 780	33 080	38 150
140 001 - 142 000	12 460	17 470	22 830	27 930	33 270	38 370
142 001 - 144 000	12 530	17 580	22 960	28 090	33 480	38 600
144 001 - 146 000	12 600	17 660	23 090	28 230	33 690	38 840
146 001 - 148 000	12 680	17 740	23 230	28 430	33 870	39 070
148 001 - 150 000	12 750	17 840	23 350	28 570	34 090	39 300
150 001 - 152 000	12 820	17 930	23 480	28 720	34 280	39 530
152 001 - 154 000	12 880	18 000	23 600	28 890	34 490	39 740
154 001 - 156 000	12 960	18 100	23 760	29 050	34 710	40 000
156 001 - 158 000	13 020	18 200	23 870	29 200	34 880	40 230
158 001 - 160 000	13 090	18 280	23 990	29 360	35 100	40 470
160 001 - 162 000	13 160	18 360	24 130	29 540	35 300	40 690
162 001 - 164 000	13 240	18 440	24 270	29 700	35 490	40 910
164 001 - 166 000	13 300	18 550	24 400	29 850	35 700	41 170
166 001 - 168 000	13 360	18 640	24 530	30 010	35 920	41 390
168 001 - 170 000	13 430	18 720	24 650	30 180	36 110	41 620
170 001 - 172 000	13 520	18 810	24 790	30 340	36 320	41 870
172 001 - 174 000	13 590	18 910	24 920	30 500	36 510	42 090
174 001 - 176 000	13 660	18 990	25 060	30 670	36 730	42 350
176 001 - 178 000	13 720	19 090	25 170	30 830	36 940	42 570
178 001 - 180 000	13 800	19 190	25 340	30 990	37 140	42 810
180 001 - 182 000	13 880	19 270	25 460	31 150	37 350	43 050
182 001 - 184 000	13 940	19 370	25 580	31 310	37 550	43 270
184 001 - 186 000	14 010	19 450	25 720	31 480	37 740	43 520
186 001 - 188 000	14 090	19 530	25 860	31 650	37 960	43 760
188 001 - 190 000	14 150	19 620	25 990	31 800	38 170	44 000
190 001 - 192 000	14 230	19 720	26 110	31 980	38 370	44 230
192 001 - 194 000	14 300	19 820	26 240	32 150	38 580	44 480
194 001 - 196 000	14 370	19 900	26 400	32 300	38 800	44 710
196 001 - 198 000	14 440	20 000	26 530	32 470	38 980	44 950
198 001 - 200 000	14 510	20 090	26 650	32 630	39 210	45 180
Disposable income greater than \$200,000 ⁽²⁾	14 510 plus 3.5% of excess amount	20 090 plus 4.5% of excess amount	26 650 plus 6.5% of excess amount	32 630 plus 8.0% of excess amount	39 210 plus 10.0% of excess amount	45 180 plus 11.5% of excess amount

(1) If the number of children is greater than 6, the basic parental contribution is determined by multiplying the difference between the amounts prescribed in the Table for 5 and 6 children by the number of additional children and by adding the product thus obtained to the amount prescribed for 6 children (s. 1, 2nd par. of the Regulation respecting the Basic Parental Contribution Determination Table).

(2) For the part of income exceeding \$200,000, the percentage indicated is shown for information purposes only. The court may, if it deems it appropriate, fix for that part of the disposable income an amount different from the amount that would be obtained using that percentage (s. 10 of the Regulation respecting the determination of child support payments (chapter C-25.01, r. 0.4)).

Amount of the basic deduction for the purpose of calculating disposable income (line 301 on the Child Support Determination Form) effective as of 1 January 2020: \$11,680

Draft Regulations

Draft Regulation

Police Act
(chapter P-13.1)

Sûreté du Québec — Amounts payable by municipalities for the services provided — Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, appearing below, may be made by the Government on the expiry of 45 days following this publication.

The draft Regulation reviews the calculation methods for determining the amount of the sum payable to the Government by a municipality for the police services provided by the Sûreté du Québec pursuant to section 77 or 82 of the Police Act (chapter P-13.1) to enable the municipalities concerned to forecast the amount of the sum payable that will be billed to them.

In that context, it eliminates the notion of estimated contribution and the annual review provided for in the current Regulation and it adapts accordingly the calculation of the amount of the refund to regional county municipalities.

Lastly, it provides certain consequential amendments and transitional provisions.

The measures proposed by the draft Regulation have no impact on enterprises, including small and medium-sized businesses.

Further information may be obtained by contacting Jean-Sébastien Dion, director of police organization, Direction générale des affaires policières, Ministère de la Sécurité publique, tour du St-Laurent, 9^e étage, 2525, boulevard Laurier, Québec (Québec) G1V 2L2; email: jean-sebastien.dion@misp.gouv.qc.ca; telephone: 418 646-6777, extension 60112.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Véronyck Fontaine, Secretary General, Ministère de la Sécurité publique, tour des Laurentides,

5^e étage, 2525, boulevard Laurier, Québec (Québec) G1V 2L2; email: veronyck.fontaine@misp.gouv.qc.ca; fax: 418 643-3500.

GENEVIÈVE GUILBAULT,
Minister of Public Security

Regulation to amend the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec

Police Act
(chapter P-13.1, s. 77)

1. The Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec (chapter P-13.1, r. 7) is amended in the heading of Division 1 by replacing “CONTRIBUTION” by “AMOUNT”.

2. The heading of subdivision 1 is amended by replacing “method” by “methods”.

3. Section 1 is replaced by the following:

“**1.** This Division sets out the calculation methods for determining the amount payable to the Government by a municipality, pursuant to section 77 of the Police Act (chapter P-13.1), for police services provided by the Sûreté du Québec.”

4. Section 1.1 is replaced by the following:

“**1.1.** The amount payable by a municipality for the police services provided by the Sûreté du Québec that are covered by the Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their level of jurisdiction (chapter P-13.1, r. 6), excluding the supplementary services referred to in section 19, for a municipal fiscal year, is obtained using the following formula:

$$A \times [B \times D \times ((E \times T \times F) / G)]$$

$$A = 50\%;$$

B = the amount established as letter B for the preceding year adjusted according to the rate established by the letter C;

C = the variation between the consumer price index for the second year preceding the fiscal year concerned and that of the year preceding that fiscal year, as established for the whole of Québec by Statistics Canada for April of that year, to which is added a progressivity stabilization coefficient of 0.01;

D = the number of police officers of the Sûreté du Québec assigned by agreement to local or regional municipalities as at 1 January of the municipal fiscal year concerned;

E = the average of the municipality's standardized property value established pursuant to section 2;

F = 1 or, where the municipality receives police services for only part of the fiscal year, the number of days during which it receives those services over the number of days in the fiscal year;

G = the sum of the products obtained by multiplying the letter E by the letter T for each municipality receiving police services from Sûreté du Québec;

T = the rate established pursuant to sections 4 and 5.”

5. Section 1.2 is amended

(1) by replacing, in the first paragraph,

(a) “The contribution of a” by “The amount payable, established pursuant to section 1.1, by a”;

(b) “by an amount calculated using the following formula” by “by an amount obtained using the following formula”;

(c) by replacing “the amount of the contribution of” in letter B by “the amount payable by”;

(2) by replacing “the contribution of the municipality is not increased” in the last paragraph by “the amount payable by the municipality pursuant to section 1.1 is not increased”.

6. Section 1.3 is replaced by the following:

“1.3. The amount payable by a municipality, established pursuant to section 1.1, is increased by 4% for the fiscal year following that during which the population of the municipality reaches or exceeds 50,000 inhabitants.

It is then increased, for the consecutive fiscal years that follow, where the population of the municipality is still 50,000 inhabitants or more, by 8% and 12% then, for all the subsequent fiscal years, by 15%.

Where the population of the municipality drops under 50,000 inhabitants during a fiscal year, the amount payable by a municipality for the following fiscal year is that established pursuant to section 1.1, without it being increased.”

7. Section 2 is amended

(1) by replacing the first and second paragraphs by the following:

“The municipality's standardized property value is that established for the second fiscal year preceding the fiscal year concerned in accordance with the regulation made under paragraph 7 of section 262 of the Municipal Taxation Act (chapter F-2.1).

The average of a municipality's standardized property value is calculated from the standardized property value of that municipality for the fiscal year referred to in the first paragraph and for the 5 preceding fiscal years.”;

(2) by replacing “the estimated contribution is payable” in the last paragraph by “the amount is payable”.

8. Section 4 is amended by replacing “for which the contribution is payable” at the end by “prior to the fiscal year concerned”.

9. Section 5 is amended

(1) by replacing subparagraph 1 of the second paragraph by the following:

“(1) the sum of the products obtained by multiplying, for each municipality whose territory has been amalgamated, the standardized property value established for the last fiscal year before the amalgamation came into force, by the rate established pursuant to section 4.”;

(2) by striking out “when that fiscal year precedes the 2002 fiscal year, the Schedule I referred to is that of the Regulation replaced under section 25” in subparagraph 2 of the second paragraph;

(3) by replacing the fourth paragraph by the following:

“For the purposes of the second paragraph, the municipalities concerned are deemed to have received services from the Sûreté du Québec for the entire last fiscal year before the amalgamation came into force.”;

(4) by striking out the last paragraph.

10. Sections 5.1 to 5.3 are revoked.

11. The heading of Division 2 is amended by replacing “CONTRIBUTION” by “AMOUNT PAYABLE”.

12. Section 6 is amended by replacing “contribution” by “amount payable”.

13. Section 7 is amended by replacing “referred to in section 2” at the end of the first paragraph by “for each fiscal year referred to in section 2”.

14. Section 9 is amended

(1) by striking out “of the contribution” at the end of the first paragraph;

(2) by replacing “contribution is payable” at the end of the second paragraph by “amount is payable”.

15. Section 10 is amended by replacing “contribution” by “amount payable”.

16. Section 11 is amended

(1) by replacing “contribution is payable” in the first paragraph, by “amount is payable”;

(2) by replacing “contribution” in the second paragraph by “amount”.

17. Section 13 is amended

(1) by replacing the first paragraph by the following:

“Where, within the time limits prescribed by this Regulation, the municipalities of a regional county municipality paid in full the amount payable established in accordance with section 1.1 for a municipal fiscal year, the regional county municipality is eligible for a refund if the total of the amounts established in accordance with section 1.1 for each municipality of the regional county municipality exceeds 80% of the product obtained by multiplying the number of police officers assigned by agreement to the regional county municipality by the amount established pursuant to the letter B in the formula provided for in section 1.1. The refund paid by the Minister to the eligible regional county municipality represents the difference between the amount established as being 80% of the product and the total of the amounts established in accordance with section 1.1 for each municipality of the regional county municipality.”;

(2) by striking out the second paragraph.

18. Section 16 is amended by replacing “du montant” in the French text by “de la somme”.

19. The heading of Division 4 is replaced by “AMOUNT PAYABLE FOR SUPPLEMENTARY SERVICES”.

20. Section 19 is amended by replacing “The contribution payable for partial services provided by the Sûreté du Québec is calculated using the following formula:” in the first paragraph by “The amount payable by a municipality, pursuant to section 82 of the Police Act (chapter P-13.1), for the supplementary services provided by the Sûreté du Québec, is obtained by using the following formula:”.

21. The heading of Schedule I is amended by striking out “FOR THE STANDARDIZED PROPERTY VALUE”.

TRANSITIONAL

22. To calculate the amount payable by a municipality, pursuant to section 1.1 of the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as replaced by section 4 of this Regulation,

(1) for the 2020 fiscal year:

(a) the letter A is equal to 49.575%;

(b) the letter B is equal to \$196,070;

(c) the letter C is not applicable;

(d) an amount equal to 46.35% of the difference between the amount paid by the municipality for the 2019 fiscal year and the amount obtained following the application of the first paragraph of section 5.1 and sections 5.2 and 5.3, as they read before their revocation by this Regulation, is added thereto;

(2) for the 2021 fiscal year:

(a) the letter A is equal to 49.575%;

(b) the letter C is equal to 6.774%;

(3) for the 2022, 2023 and 2024 fiscal years:

(a) the letter A is equal to 49.575%;

(b) the letter C is equal to 4.899%.

23. For each of the 2020, 2021, 2022, 2023 and 2024 fiscal years, if the amount payable by the municipality pursuant to the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as amended by this Regulation, is

(1) equal to or greater than the amount paid by the municipality for the fiscal year preceding the fiscal year concerned, increased by 2%, but equal to or less than the amount paid by the municipality for the fiscal year preceding the fiscal year concerned, increased by 7%, the amount payable by the municipality is equal to the amount obtained pursuant to the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as amended by this Regulation;

(2) less than the amount paid by the municipality for the fiscal year preceding the fiscal year concerned, increased by 2%, the amount payable by the municipality is equal to the amount paid for the fiscal year preceding the fiscal year concerned, increased by 2%;

(3) greater than the amount paid by the municipality for the fiscal year preceding the fiscal year concerned, increased by 7%, the amount payable by the municipality is equal to the amount paid for the fiscal year preceding the fiscal year concerned, increased by 7%.

24. For the purposes of subparagraph *d* of subparagraph 1 of the first paragraph of section 22 and section 23 of this Regulation, for the 2020 fiscal year, the amount paid by a municipality for the 2019 fiscal year is that established pursuant to the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as it read before being amended by this Regulation, for that fiscal year, without taking into account any amount granted to that municipality by the Minister of Municipal Affairs and Housing to cover part of the increase of the costs of police service of the municipality by the Sûreté du Québec for the 2019 fiscal year.

25. To calculate the amount payable by a municipality pursuant to section 1.1 of the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as replaced by section 4 of this Regulation, for the 2025 fiscal year, the value of the letter B, for that fiscal year, is obtained by determining the value of the letter B, for each preceding fiscal year as of 2020, considering that the letter B, for that last fiscal year, is equal to \$203,274.

26. Despite section 1.3 of the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as replaced by section 6 of this Regulation, the amount payable by a municipality for the 2020 fiscal year, established pursuant to section 1.1 of the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as replaced by section 4 of this Regulation, is increased by

(1) 15%, if the population of the municipality was 50,000 inhabitants or more during the 2019, 2018, 2017 and 2016 fiscal years;

(2) 12%, if the population of the municipality was 50,000 inhabitants or more during the 2019, 2018 and 2017 fiscal years;

(3) 8%, if the population of the municipality was 50,000 inhabitants or more during the 2019 and 2018 fiscal years.

27. Sections 22 to 26 do not apply to a municipality served by a municipal police force before (*insert the date of coming into force of this Regulation*).

To calculate the amount payable by a municipality referred to in the first paragraph, pursuant to section 1.1 of the Regulation respecting the amounts payable by municipalities for the services provided by the Sûreté du Québec, as replaced by section 4 of this Regulation, for the fiscal year during which it begins receiving the services of the Sûreté du Québec, the value of the letter B, for that fiscal year, is obtained by determining the value of the letter B, for each of the preceding fiscal years as of 2020, taking into consideration that the letter B, for that last fiscal year, is equal to \$203,274.

104181

Treasury Board

Gouvernement du Québec

T.B. 221649, 19 November 2019

An Act respecting the Government and Public Employees Retirement Plan (chapter R-10)

Regulation respecting the application — Amendment

Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan

WHEREAS, under subparagraph 4.2 of the first paragraph of section 134 of the Act respecting the Government and Public Employees Retirement Plan (chapter R-10), the Government may, by regulation, establish, for the purposes of sections 25, 115.1, 115.10.1, 115.10.4, 115.10.6 and 115.10.7.1, the tariff applicable to the payment of the redemption cost, which may vary according to the employee's or person's age, the reason for the absence, the year of service covered by the redemption and the date of receipt of the application, and prescribe, in addition to a minimum cost for the purposes of section 25, the terms and conditions governing the application of the tariff and the rules for determining the pensionable salary for the purposes provided for in sections 25, 115.1, 115.10.1 and 115.10.4;

WHEREAS, under subparagraph 16 of the first paragraph of section 134 of the Act, the Government may, by regulation, determine the terms and conditions on which Retraite Québec may effect compensation under sections 147 and 190 out of sums it owes to a person and, for the purposes of the third paragraph of section 147, the cases in and conditions subject to which Retraite Québec remits any sum, other than the sums referred to in subparagraphs 1 to 3 of the second paragraph of section 147, owed to Retraite Québec;

WHEREAS the Government made the Regulation under the Act respecting the Government and Public Employees Retirement Plan (chapter R-10, r. 2) by Order in Council 1845-88 dated 14 December 1988;

WHEREAS section 8.3 of the Regulation provides that, for the purposes of the second paragraphs of sections 25, 115.1, 115.10.1, 115.10.4, the third paragraph of section 115.10.6 and the second paragraph of section 15.10.7.1

of the Act respecting the Government and Public Employees Retirement Plan, the amount required of the employee to pay the cost of redemption is established in accordance with the tariff in Schedule 0.I of the Regulation;

WHEREAS section 35.1 of the Regulation provides that Retraite Québec must remit any amount owed to it if the debtor demonstrates that all income is less than the low-income cutoff and if all the income is equal to or greater than the cutoff, the amount owed to be remitted must be reduced by 20% for each slice of \$1,000 of surplus income;

WHEREAS it is expedient to amend the Regulation;

WHEREAS, under the first paragraph of section 134 of the Act, the Government exercises the powers set forth therein after Retraite Québec has consulted the pension committee referred to in section 163;

WHEREAS, under section 40 of the Public Administration Act (chapter A-6.01), the Conseil du trésor shall, after consulting the Minister of Finance, exercise the powers conferred on the Government by an Act that establishes a pension plan applicable to personnel of the public and parapublic sectors, except certain powers;

WHEREAS the consultation has taken place;

THE CONSEIL DU TRÉSOR DECIDES:

THAT the Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan, attached hereto, is hereby made.

Le greffier du Conseil du trésor,
LOUIS TREMBLAY

Regulation to amend the Regulation under the Act respecting the Government and Public Employees Retirement Plan

An Act respecting the Government and Public Employees Retirement Plan (chapter R-10, s. 134, 1st par., subpars. 4.2 and 16)

1. The Regulation under the Act respecting the Government and Public Employees Retirement Plan (chapter R-10, r. 2) is amended in section 35.1 by replacing the third paragraph by the following:

“The low-income cutoff corresponds to the total income in current dollars indicated in the table “Low income measure (LIM) thresholds by income source and household size” produced by Statistics Canada, for the year preceding by 2 years the year in which the notice of claim was made by Retraite Québec.”

2. Schedule 0.1 is amended

(1) by replacing the table in section 1 by the following:

“

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
18	10.6%	8.4%	9.3%
19	10.8%	8.5%	9.5%
20	11.0%	8.7%	9.6%
21	11.2%	8.9%	9.9%
22	11.4%	9.1%	10.1%
23	11.6%	9.2%	10.3%
24	11.9%	9.4%	10.5%
25	12.1%	9.6%	10.7%
26	12.4%	9.9%	11.0%
27	12.8%	10.2%	11.3%
28	13.1%	10.4%	11.6%
29	13.4%	10.6%	11.8%
30	13.5%	10.8%	12.0%
31	13.6%	10.9%	12.1%
32	13.7%	11.0%	12.1%
33	13.8%	11.0%	12.2%
34	13.9%	11.1%	12.3%
35	14.1%	11.3%	12.5%
36	14.2%	11.4%	12.6%
37	14.4%	11.5%	12.7%
38	14.6%	11.7%	12.9%
39	14.8%	11.9%	13.2%
40	15.1%	12.1%	13.4%
41	15.4%	12.4%	13.7%
42	15.8%	12.7%	14.0%
43	16.2%	13.0%	14.4%
44	16.6%	13.4%	14.8%
45	17.1%	13.8%	15.2%

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
46	17.7%	14.2%	15.7%
47	18.3%	14.7%	16.2%
48	18.9%	15.2%	16.8%
49	19.4%	15.6%	17.2%
50	19.9%	16.0%	17.7%
51	20.4%	16.4%	18.1%
52	20.8%	16.8%	18.5%
53	21.3%	17.2%	18.9%
54	21.6%	17.4%	19.2%
55	21.9%	17.7%	19.5%
56	22.2%	18.0%	19.8%
57	22.5%	18.2%	20.1%
58	22.8%	18.5%	20.4%
59	23.0%	18.7%	20.6%
60	22.6%	18.5%	20.3%
61	22.3%	18.2%	20.0%
62	21.9%	18.0%	19.7%
63	21.5%	17.8%	19.4%
64	21.2%	17.5%	19.1%
65	20.8%	17.3%	18.8%
66	20.3%	17.0%	18.5%
67	19.8%	16.6%	18.1%
68	19.3%	16.3%	17.7%
69	18.8%	16.0%	17.3%

”;

(2) by replacing the table in section 2 by the following:

“

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
18	5.30%	4.20%	4.65%
19	5.40%	4.25%	4.75%
20	5.50%	4.35%	4.80%
21	5.60%	4.45%	4.95%
22	5.70%	4.55%	5.05%
23	5.80%	4.60%	5.15%

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
24	5.95%	4.70%	5.25%
25	6.05%	4.80%	5.35%
26	6.20%	4.95%	5.50%
27	6.40%	5.10%	5.65%
28	6.55%	5.20%	5.80%
29	6.70%	5.30%	5.90%
30	6.75%	5.40%	6.00%
31	6.80%	5.45%	6.05%
32	6.85%	5.50%	6.05%
33	6.90%	5.50%	6.10%
34	6.95%	5.55%	6.15%
35	7.05%	5.65%	6.25%
36	7.10%	5.70%	6.30%
37	7.20%	5.75%	6.35%
38	7.30%	5.85%	6.45%
39	7.40%	5.95%	6.60%
40	7.55%	6.05%	6.70%
41	7.70%	6.20%	6.85%
42	7.90%	6.35%	7.00%
43	8.10%	6.50%	7.20%
44	8.30%	6.70%	7.40%
45	8.55%	6.90%	7.60%
46	8.85%	7.10%	7.85%
47	9.15%	7.35%	8.10%
48	9.45%	7.60%	8.40%
49	9.70%	7.80%	8.60%
50	9.95%	8.00%	8.85%
51	10.20%	8.20%	9.05%
52	10.40%	8.40%	9.25%
53	10.65%	8.60%	9.45%
54	10.80%	8.70%	9.60%
55	10.95%	8.85%	9.75%
56	11.10%	9.00%	9.90%
57	11.25%	9.10%	10.05%
58	11.40%	9.25%	10.20%
59	11.50%	9.35%	10.30%
60	11.30%	9.25%	10.15%

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
61	11.15%	9.10%	10.00%
62	10.95%	9.00%	9.85%
63	10.75%	8.90%	9.70%
64	10.60%	8.75%	9.55%
65	10.40%	8.65%	9.40%
66	10.15%	8.50%	9.25%
67	9.90%	8.30%	9.05%
68	9.65%	8.15%	8.85%
69	9.40%	8.00%	8.65%

”;

(3) by replacing the table in section 3 by the following:

“

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption	
	Prior to 1 July 1982	After 30 June 1982
18	4.42%	4.20%
19	4.50%	4.25%
20	4.58%	4.35%
21	4.67%	4.45%
22	4.75%	4.55%
23	4.83%	4.60%
24	4.96%	4.70%
25	5.04%	4.80%
26	5.17%	4.95%
27	5.33%	5.10%
28	5.46%	5.20%
29	5.58%	5.30%
30	5.63%	5.40%
31	5.67%	5.45%
32	5.71%	5.50%
33	5.75%	5.50%
34	5.79%	5.55%
35	5.88%	5.65%
36	5.92%	5.70%
37	6.00%	5.75%
38	6.08%	5.85%

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption	
	Prior to 1 July 1982	After 30 June 1982
39	6.17%	5.95%
40	6.29%	6.05%
41	6.42%	6.20%
42	6.58%	6.35%
43	6.75%	6.50%
44	6.92%	6.70%
45	7.13%	6.90%
46	7.38%	7.10%
47	7.63%	7.35%
48	7.88%	7.60%
49	8.08%	7.80%
50	8.29%	8.00%
51	8.50%	8.20%
52	8.67%	8.40%
53	8.88%	8.60%
54	9.00%	8.70%
55	9.13%	8.85%
56	9.25%	9.00%
57	9.38%	9.10%
58	9.50%	9.25%
59	9.58%	9.35%
60	9.42%	9.25%
61	9.29%	9.10%
62	9.13%	9.00%
63	8.96%	8.90%
64	8.83%	8.75%
65	8.67%	8.65%
66	8.46%	8.50%
67	8.25%	8.30%
68	8.04%	8.15%
69	7.83%	8.00%

”.

3. This Regulation comes into force on *(insert the date of the decision of the Conseil du trésor)*, except section 2, which comes into force on 1 April 2020.

Gouvernement du Québec

T.B. 221650, 19 November 2019

An Act respecting the pension plan
of management personnel
(chapter R-12.1)

**Regulation respecting the application
— Amendment**

Regulation to amend the Regulation under the Act
respecting the Pension Plan of Management Personnel

WHEREAS, under subparagraph 5.1 of the first paragraph of section 196 of the Act respecting the pension plan of management personnel (chapter R-12.1), the Government may, by regulation, establish, for the purposes of sections 39, 146, 152.1, 152.4, 152.6 and 152.8.1, the tariff applicable to the payment of the redemption cost, which may vary according to the employee's or person's age, the reason for the absence, the year of service covered by the redemption and the date of receipt of the application, and prescribe, in addition to a minimum cost for the purposes of section 39, the terms and conditions governing the application of the tariff and the rules for determining the pensionable salary for the purposes provided for in sections 39, 146, 152.1 and 152.4;

WHEREAS, under subparagraph 18 of the first paragraph of section 196 of the Act, the Government may, by regulation, establish, for the purposes of section 174, the rate of contribution applicable to the plan each year, according to the rules, terms and conditions prescribed by the regulation;

WHEREAS the Conseil du trésor made the Regulation under the Act respecting the Pension Plan of Management Personnel (chapter R12.1, r. 1) by its decision dated 24 May 2005 (T.B. 202420);

WHEREAS section 4 of the Regulation provides that, for the purposes of the second paragraph of sections 39, 146, 152.1, 152.4, the third paragraph of section 152.6 and the second paragraph of section 152.8.1 of the Act respecting the pension plan of management personnel, the amount required of the employee to pay the cost of redemption is established in accordance with the tariff in Schedule I;

WHEREAS section 11 of the Regulation provides that the rate of contribution applicable for the year concerned is mentioned in Schedule I.2;

WHEREAS it is expedient to amend the Regulation;

WHEREAS, under the first paragraph of section 196 of the Act, the Government exercises the powers set forth therein after Retraite Québec has consulted the pension committee referred to in section 196.2;

WHEREAS, under section 40 of the Public Administration Act (chapter A-6.01), the Conseil du trésor, after consulting the Minister of Finance, exercises the powers conferred on the Government by an Act that establishes a pension plan applicable to personnel of the public and parapublic sectors, except certain powers;

WHEREAS the consultation has taken place;

THE CONSEIL DU TRÉSOR DECIDES:

That Regulation to amend the Regulation under the Act respecting the Pension Plan of Management Personnel, attached hereto, is hereby made.

Le greffier du Conseil du trésor,
LOUIS TREMBLAY

**Regulation to amend the Regulation under
the Act respecting the Pension Plan of
Management Personnel**

An Act respecting the Pension Plan
of Management Personnel
(chapter R-12.1, s. 196, 1st par., subpars. 5.1 and 18)

■ The Regulation under the Act respecting the Pension Plan of Management Personnel (chapter R-12.1, r. 1) is amended in Schedule I

(1) by replacing the table in section 1 by the following:

“

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
24 years or less	13.1%	10.4%	11.6%
25	13.8%	11.0%	12.2%
26	14.2%	11.4%	12.6%
27	14.7%	11.7%	13.0%
28	15.3%	12.1%	13.5%
29	15.9%	12.6%	14.0%
30	16.3%	12.9%	14.4%
31	16.6%	13.1%	14.6%
32	16.8%	13.3%	14.8%
33	17.1%	13.5%	15.0%
34	17.3%	13.7%	15.2%
35	17.5%	13.9%	15.5%
36	17.7%	14.1%	15.6%
37	17.9%	14.3%	15.8%
38	18.2%	14.5%	16.0%
39	18.3%	14.6%	16.2%
40	18.7%	14.9%	16.5%
41	19.1%	15.2%	16.9%
42	19.4%	15.5%	17.2%
43	19.7%	15.7%	17.4%
44	20.2%	16.1%	17.9%
45	20.7%	16.5%	18.3%
46	21.2%	16.9%	18.7%
47	21.7%	17.3%	19.2%
48	22.3%	17.8%	19.7%
49	22.9%	18.3%	20.3%
50	23.5%	18.8%	20.8%
51	24.1%	19.2%	21.3%
52	24.6%	19.6%	21.7%
53	25.1%	20.0%	22.2%
54	25.5%	20.4%	22.6%
55	25.7%	20.6%	22.8%
56	25.9%	20.8%	23.0%
57	26.1%	21.0%	23.2%
58	25.9%	20.9%	23.1%

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
59	25.8%	20.8%	23.0%
60	25.5%	20.7%	22.8%
61	25.2%	20.5%	22.6%
62	24.9%	20.4%	22.4%
63	24.7%	20.2%	22.1%
64	24.4%	20.0%	21.9%
65	24.1%	19.9%	21.7%
66	23.5%	19.5%	21.3%
67	22.9%	19.1%	20.8%
68	22.3%	18.7%	20.3%
69	21.7%	18.3%	19.8%
70	21.2%	17.9%	19.3%
71	20.6%	17.5%	18.9%

”;

(2) by replacing the table in section 2 by the following:

“

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
24 years or less	5.46%	5.20%	5.80%
25	5.75%	5.50%	6.10%
26	5.92%	5.70%	6.30%
27	6.13%	5.85%	6.50%
28	6.38%	6.05%	6.75%
29	6.63%	6.30%	7.00%
30	6.79%	6.45%	7.20%
31	6.92%	6.55%	7.30%
32	7.00%	6.65%	7.40%
33	7.13%	6.75%	7.50%
34	7.21%	6.85%	7.60%
35	7.29%	6.95%	7.75%
36	7.38%	7.05%	7.80%
37	7.46%	7.15%	7.90%
38	7.58%	7.25%	8.00%
39	7.63%	7.30%	8.10%
40	7.79%	7.45%	8.25%

Age of the employee on the date the application for redemption is received	Period of service covered by the redemption		
	Prior to 1 July 1982	After 30 June 1982 and prior to 1 January 2000	After 31 December 1999
41	7.96%	7.60%	8.45%
42	8.08%	7.75%	8.60%
43	8.21%	7.85%	8.70%
44	8.42%	8.05%	8.95%
45	8.63%	8.25%	9.15%
46	8.83%	8.45%	9.35%
47	9.04%	8.65%	9.60%
48	9.29%	8.90%	9.85%
49	9.54%	9.15%	10.15%
50	9.79%	9.40%	10.40%
51	10.04%	9.60%	10.65%
52	10.25%	9.80%	10.85%
53	10.46%	10.00%	11.10%
54	10.63%	10.20%	11.30%
55	10.71%	10.30%	11.40%
56	10.79%	10.40%	11.50%
57	10.88%	10.50%	11.60%
58	10.79%	10.45%	11.55%
59	10.75%	10.40%	11.50%
60	10.63%	10.35%	11.40%
61	10.50%	10.25%	11.30%
62	10.38%	10.20%	11.20%
63	10.29%	10.10%	11.05%
64	10.17%	10.00%	10.95%
65	10.04%	9.95%	10.85%
66	9.79%	9.75%	10.65%
67	9.54%	9.55%	10.40%
68	9.29%	9.35%	10.15%
69	9.04%	9.15%	9.90%
70	8.83%	8.95%	9.65%
71	8.58%	8.75%	9.45%

2. Schedule I.2 is replaced by the following:

“SCHEDULE I.2

(s. 11)

APPLICABLE RATE OF CONTRIBUTION

Year	Rate of contribution to the plan
2020	12.29%
2021	12.29%
2022	12.29%

”.

3. This Regulation comes into force on 1 January 2020, except section 1, which comes into force on 1 April 2020.

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Abbreviations: **A**: Abrogated, **N**: New, **M**: Modified

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